

SUBCHAPTER B—STATEMENTS OF GENERAL POLICY OR INTERPRETATION NOT DIRECTLY RELATED TO REGULATIONS

PART 775—GENERAL

Sec.

775.0 General enforcement policy.

775.1 Advisory interpretations announced by the Administrator.

AUTHORITY: 52 Stat. 1060, 29 U.S.C. 201 *et seq.*, 61 Stat. 84, 29 U.S.C. 251 *et seq.*, 49 Stat. 2036, 41 U.S.C. 35 *et seq.*

§ 775.0 General enforcement policy.

(a) In order to clarify at this time the practices and policies which will guide the administration and enforcement of the Fair Labor Standards Act of 1938, as amended (52 Stat. 1060, 29 U.S.C. 201–219), and the Walsh-Healey Act as amended (49 Stat. 2036, 41 U.S.C. 35–45), as affected by the Portal-to-Portal Act of 1947 (61 Stat. 84; 29 U.S.C. Sup. 251 *et seq.*), the following policy is announced effective June 30, 1947.

(b) The investigation, inspection and enforcement activities of all officers and agencies of the Department of Labor as they relate to the Fair Labor Standards Act and the Walsh-Healey Act will be carried out on the basis that all employers in all industries whose activities are subject to the provisions of the Fair Labor Standards Act or the Walsh-Healey Act are responsible for strict compliance with the provisions thereof and the regulations issued pursuant thereto.

(c) Any statements, orders, or instructions inconsistent herewith are rescinded.

[12 FR 3915, June 17, 1947]

§ 775.1 Advisory interpretations announced by the Administrator.

Advisory interpretations announced by the Administrator serve only to indicate the construction of the law which will guide the Administrator in the performance of his administrative duties unless he is directed otherwise by the authoritative ruling of the courts, or unless he shall subsequently decide that his prior interpretation is incorrect.

[11 FR 14099, Dec. 5, 1946]

PART 776—INTERPRETATIVE BULLETIN ON THE GENERAL COVERAGE OF THE WAGE AND HOURS PROVISIONS OF THE FAIR LABOR STANDARDS ACT OF 1938

Subpart A—General

Sec.

776.0 Subpart limited to individual employee coverage.

INDIVIDUAL EMPLOYEE COVERAGE

776.0a Introductory statement.

HOW COVERAGE IS DETERMINED

776.1 General interpretative guides.

776.2 Employee basis of coverage.

776.3 Persons engaging in both covered and noncovered activities.

776.4 Workweek standard.

776.5 Coverage not dependent on method of compensation.

776.6 Coverage not dependent on place of work.

776.7 Geographical scope of coverage.

ENGAGING “IN COMMERCE”

776.8 The statutory provisions.

776.9 General scope of “in commerce” coverage.

776.10 Employees participating in the actual movement of commerce.

776.11 Employees doing work related to instrumentalities of commerce.

776.12 Employees traveling across State lines.

776.13 Commerce crossing international boundaries.

ENGAGING IN “THE PRODUCTION OF GOODS FOR COMMERCE”

776.14 Elements of “production” coverage.

776.15 “Production.”

776.16 Employment in “producing, . . . or in any other manner working on” goods.

776.17 Employment in a “closely related process or occupation directly essential to” production of goods.

776.18 Employees of producers for commerce.

776.19 Employees of independent employers meeting needs of producers for commerce.

776.20 “Goods.”

776.21 “For” commerce.

Wage and Hour Division, Labor

§ 776.0a

Subpart B—Construction Industry

776.22 Subpart limited to individual employee coverage.

ENTERPRISE COVERAGE

776.22a Extension of coverage to employment in certain enterprises.

INDIVIDUAL EMPLOYEE COVERAGE IN THE CONSTRUCTION INDUSTRY

776.22b Guiding principles.

776.23 Employment in the construction industry.

776.24 Travel in connection with construction projects.

776.25 Regular and recurring activities as basis of coverage.

776.26 Relationship of the construction work to the covered facility.

776.27 Construction which is related to covered production.

776.28 Covered preparatory activities.

776.29 Instrumentalities and channels of interstate commerce.

776.30 Construction performed on temporarily idle facilities.

AUTHORITY: 52 Stat. 1060, as amended; 29 U.S.C. 201-219.

Subpart A—General

SOURCE: 15 FR 2925, May 17, 1950, unless otherwise noted.

§ 776.0 Subpart limited to individual employee coverage.

This subpart, which was adopted before the amendments of 1961 and 1966 to the Fair Labor Standards Act, is limited to discussion of general coverage of the Act on the traditional basis of engagement by individual employees "in commerce or in the production of goods for commerce". The 1961 and 1966 amendments broadened coverage by extending it to other employees on an "enterprise" basis, when "employed in an enterprise engaged in commerce or in the production of goods for commerce" as defined in section 3 (r), (s), of the present Act. Employees covered under the principles discussed in this subpart remain covered under the Act as amended; however, an employee who would not be individually covered under the principles discussed in this subpart may now be subject to the Act if he is employed in a covered enterprise as defined in the amendments. Questions of "enterprise coverage" not

answered in published statements of the Department of Labor may be addressed to the Administrator of the Wage and Hour Division, Department of Labor, Washington, DC 20210 or assistance may be requested from any of the Regional or District Offices of the Division.

[35 FR 5543, Apr. 3, 1970]

INDIVIDUAL EMPLOYEE COVERAGE

§ 776.0a Introductory statement.

(a) *Scope and significance of this part.* (1) The Fair Labor Standards Act of 1938¹ (hereinafter referred to as the Act), brings within the general coverage of its wage and hours provisions every employee who is "engaged in commerce or in the production of goods for commerce."² What employees are so engaged must be ascertained in the light of the definitions of "commerce", "goods", and "produced" which are set forth in the Act as amended by the Fair Labor Standards Amendments of

¹Pub. L. 718, 75th Cong., 3d sess. (52 Stat. 1060), as amended by the Act of June 26, 1940 (Pub. Res. No. 88, 76th Cong., 3d sess., 54 Stat. 616); by Reorganization Plan No. 2 (60 Stat. 1095), effective July 16, 1946; by the Portal-to-Portal Act of 1947, approved May 14, 1947 (61 Stat. 84); and by the Fair Labor Standards Amendments of 1949, approved October 26, 1949 (Pub. L. 393, 81st Cong., 1st sess., 63 Stat. 910); by Reorganization Plan No. 6 of 1950 (15 FR 3174), effective May 24, 1950; and by the Fair Labor Standards Amendments of 1955, approved August 12, 1955 (Pub. L. 381, 84th Cong., 1st sess., C. 867, 69 Stat. 711).

²The requirement of section 6 as to minimum wages is: "Every employer shall pay to each of his employees who is engaged in commerce or in the production of goods for commerce wages at the following rates—" (not less than \$1.00 an hour, except in Puerto Rico and the Virgin Islands to which special provisions apply).

The requirement of section 7 as to maximum hours which an employee may work without receiving extra pay for overtime is: "no employer shall employ any of his employees who is engaged in commerce or in the production of goods for commerce for a workweek longer than forty hours, unless such employee receives compensation for his employment in excess of the hours above specified at a rate not less than one and one-half times the regular rate at which he is employed."